



United States
Office of Personnel Management

FWS Job Grading Standard for Hazardous Waste Disposing

6913

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**Workforce Compensation and Performance Service
Classification Programs Division
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WORK COVERED

This standard covers nonsupervisory work involved in identifying, collecting, processing, stabilizing, neutralizing, consolidating, and/or separating hazardous waste in preparation for disposal. The work requires knowledge of hazardous waste identification techniques and safe processing and packaging procedures. The work also requires an understanding and practical application of environmental rules and practices regarding the full range of hazardous waste material treatment and disposal procedures. Work within this occupation typically requires basic skill in the use of computers to access information systems to retrieve data pertaining to temporary storage, and processing information regarding hazardous wastes. Most work requires regular or incidental use of motor vehicles, fork lifts, and in some cases, warehouse tugs. In some work situations, hazardous waste disposers at industrial facilities may be required to participate on hazardous waste response teams to control accidental spills, overflows, and other emergency situations that may arise involving both hazardous wastes and materials.

WORK NOT COVERED

This standard does not cover work which primarily involves:

- Receiving, storing, and handling hazardous material and/or explosives. (See the [Job Grading Standard for Materials Handling, 6907.](#))
- Identification, examination, classification, acceptance, and disposition of materials and equipment. (See the [Job Grading Standard for Materials Examining and Identifying, 6912.](#))
- Readyng and Disposing explosive and toxic munitions such as solid propellant ballistic missiles. (See [Missile/Toxic Materials Handling Series, 6511.](#))
- Destroying ammunition, explosives, propellants, and toxic ammunition. (See the [Job Grading Standard for Munitions Destroying, 6505.](#))
- Controlling insects and other pest species through the use of toxic wastes and other measures. (See the [Job Grading Standard for Pest Controlling, 5026.](#))
- Operating a wastewater treatment plant to collect, treat, and dispose of water-borne domestic and industrial waste. (See the [Job Grading Standard for Wastewater Treatment Plant Operating, 5408.](#))
- Handling of hazardous medical material and wastes at medical facilities. (See [Incinerator Operating Series, 5403.](#))

- Preserving and/or packaging and repacking materials, and other items to protect them from damage, deterioration, or corrosion during shipment and storage. (See [Job Grading Standard for Packing, 7002](#).)
- Controlling hazardous material incidents (e.g., spills or overflows) as a part of a specialized fire program mission. (See [Fire Protection and Prevention Series, GS-0081](#).)

TITLES

Jobs graded by this standard are titled *Hazardous Waste Disposer*.

GRADE LEVELS

This standard describes work at grades 6 and 7. It does not describe all possible grades at which jobs might be classified. If jobs differ **substantially** from the skill, knowledge, or other work requirements described in the standard, they may be graded either above or below the grade levels described in this standard.

NOTES TO USERS

The primary purpose of the work within this occupation is the collection and preparation of hazardous waste for disposal. Work performed within this occupation is accomplished under a wide range of regulatory and legislative environmental requirements. Hazardous waste disposing work is typically performed in industrial settings such as shipyards, air rework facilities, reutilization facilities, and maintenance depots, but the work is not limited to industrial sites alone.

The work also occurs in other settings such as public works, civil engineering, and facility maintenance shops that normally require regular removal, treatment, documentation, temporary storage, and disposal of hazardous wastes. Work at these and other federal facilities requiring limited application of skills, knowledge to contain and clean up minor spills of hazardous waste and/or materials such as gasoline, used motor oil, paint, bleach and other similar items do not meet the criteria necessary for coverage under this series. Packaging and temporary storage of hazardous wastes may be performed but are considered incidental duties in support of the primary purpose of the occupation. Work which primarily involves handling or storage of hazardous materials in warehouses or other similar settings for the purpose of distribution/control does not meet the criteria for coverage under this series, and should be evaluated under the [Materials Handling Series, 6907](#). The handling of hazardous wastes that occur in support of work within the Hazardous Waste Disposing series is incidental to the primary purpose of the position, which is the preparation of hazardous waste for disposal. Control and issuance of hazardous materials is an incidental duty associated with many occupations and is not series controlling within this series. For grading purposes it is important to note that the number and/or variety of hazardous items processed or number of collection sites has no grade level impact on positions within this series.

DEFINITIONS

The following definitions are meant to clarify terms used within this occupation and grading standard.

Hazardous Waste: For the purposes of this standard, a waste is considered to be hazardous if the quantity, concentration, or physical, chemical or infectious characteristics may pose a serious hazard to personnel and/or the environment. Hazardous wastes exist in various states and categories such as liquids, solids, radioactive wastes, explosives, corrosives, flammable liquids, oxidizers, or gases and can result from various industrial processes such as machining, electroplating, and other similar operations.

Material Safety Data Sheet (MSDS): A document published by manufacturers of chemical products to communicate to users the chemical, physical, and hazardous properties of their products. The MSDS is used by individuals in a variety of occupations that handle or use chemical products as well as hazardous waste disposers.

6913-6**Hazardous Waste Disposer, Grade 6****6913-6**

General: Grade 6 hazardous waste disposers collect, process, package and prepare hazardous wastes for temporary storage and disposal. They operate manual and power lifting devices and motor vehicles to pick up, transport, and temporarily store industrial waste and other types of hazardous waste. They may operate reclamation equipment such as distillation and vaporization units used to recycle liquid hazardous wastes. Hazardous waste disposers visually examine hazardous waste containers at generation sites for leakage and other indications of deterioration. They perform safety and operational checks on inventories of hazardous waste handling equipment such as pumps, mixing tanks, and automatic sampling devices. They check hazardous material containment facilities to insure proper containment and physical separation of incompatible wastes. They ensure that all items transported and/or stored have proper hazardous waste identification labels. They verify that all identification labels include the shop of origin number, waste information, dates, categories, and type of waste. Grade 6 disposers operate computer terminals to access databases for processing, storing, and shipping requirements. Disposers at this level also perform routine operator maintenance on transfer pumps, and other hazardous waste equipment. Grade 6 disposers make initial identifications and assessments of routine hazardous wastes to determine their nature (e.g., flammability, toxicity), and containment characteristics (e.g., repercussions of long term storage). Under the technical direction of a supervisor or higher grade disposer, disposers at this level treat hazardous wastes, repack, consolidate, and/or blend wastes. Grade 6 disposers may be required to assist in the containment, treatment, and clean up operations resulting from hazardous spills. In some work situations, grade 6 hazardous waste disposers may also be required to perform related duties such as taking periodic samples of potential contaminants within the facility, or participate in the removal and clean up of hazardous items such as PCBs from electrical transformers.

Skill and Knowledge: Grade 6 hazardous waste disposers have a detailed knowledge of the methods and procedures required to collect, package, and temporarily store hazardous wastes. They also have thorough knowledge of safe handling and temporary storage procedures. They have thorough knowledge of identification, and labeling procedures for hazardous wastes. They have sufficient knowledge to process routine hazardous substances at their facility under the guidance of a supervisor or higher grade disposer. Grade 6 disposers have skill in the operation of equipment such as tugs, forklifts, and motor vehicles used to load, transport, and store hazardous wastes. They have skill in the use of computers to access agency/facility databases for information on hazardous wastes and inventory data. They have skill in performing routine operator maintenance and limited repairs on equipment used in handling hazardous wastes. Grade 6 disposers have sufficient knowledge of hazardous materials to work as part of a hazardous material response team involved in the emergency and non-emergency containments and clean up of hazardous spills.

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Responsibility: Grade 6 hazardous waste disposers receive oral and written instructions from their supervisor. They are required to comply with all regulatory and safety requirements relating to hazardous material processing. Grade 6 disposers are responsible for visually examining storage containers for proper labeling and for gross defects such as cracks, dents and/or rust.

Work is reviewed in process and upon completion. They are also responsible for referring unknown samples of substances to appropriate offices for identification, treatment and processing. New or unusual work situations are referred to a supervisor or higher a graded hazardous waste disposer.

Physical Effort: Grade 6 hazardous waste disposers perform work that requires kneeling, bending, stooping, climbing, and standing on hard surfaces for long periods of time. They use hand-trucks and other types of material handling equipment to move, load, and unload large drums and various size containers from trucks and containment areas. They frequently lift, move, carry, and load items and equipment that weigh up to 18 kilograms (40 pounds). They are sometimes required to lift and move items weighing in excess of 23 kilograms (50 pounds) with the help of weight handling equipment and/or with the assistance of other workers.

Working Conditions: Grade 6 hazardous waste disposers work in facilities that are usually well lighted, heated, and ventilated. They also work outside and may be exposed to all kinds of weather conditions while performing their assignments. The work may be dirty and greasy. Workers at this grade level are exposed to the possibility of cuts, bruises, abrasions, and falls during collection and processing operations. They may also be exposed to chemical vapors, skin irritants, and caustic and poisonous items in the collection, treatment, and/or containment of hazardous wastes. In some work situations, they may have limited exposure to low levels of radioactivity. Grade 6 disposers must follow specific safety procedures and use the appropriate safety equipment including respirators, face shields, safety glasses, protective clothing, gloves, boots, etc.

6913-7**Hazardous Waste Disposer, Grade 7****6913-7**

General: In addition to the duties performed at the grade 6 level, grade 7 hazardous waste disposers perform a variety of specialized assignments including making determinations based on reference sources and other known information regarding the treatment, stabilization, neutralization, separation, and preparation of hazardous wastes for shipment and disposal. They blend, combine, and/or recontainerize hazardous waste and prepare processed and nonprocessed hazardous waste for storage and disposal. Grade 7 disposers add reagents to hazardous chemical wastes to separate heavy metals and other materials from the wastes. They combine hazardous wastes from chemical tanks, degreasers, and collection hoppers. They use equipment such as cold vaporization units and distillation equipment to process hazardous wastes such as acids, caustics, chromium, and cyanide substances. Grade 7 hazardous waste disposers perform initial identification of unknown substances (i.e., new or atypical substances for the facility) according to identification procedures. In some work situations grade 7 disposers may be required to support environmental and/or engineering personnel in the development of new or specialized processing procedures. They determine the nature (e.g., flammability, toxicity) and characteristics (e.g., repercussions of long term containment) of the hazardous wastes processed at this level. Grade 7 disposers correct incomplete or improper labels and ensure hazardous wastes are properly stored. They treat the full range of hazardous wastes and perform specialized and nonstandard processing and disposing procedures. They repack, consolidate, and/or blend hazardous wastes into proper containers for containment and shipment.

Skills and Knowledge: Grade 7 hazardous waste disposers have detailed knowledge of stabilizing and neutralizing procedures. They have skill in separating, combining and transporting hazardous chemicals and substances. They have skill and knowledge in the operation of specialized reclamation equipment. They have working knowledge of the chemical characteristics of hazardous wastes to ensure safe processing and containment. They have knowledge of specialized container requirements to store and ship a wide variety of hazardous wastes. They also have knowledge of a variety of shipping and labeling requirements necessary to repack a wide variety of hazardous wastes.

Responsibility: Grade 7 hazardous waste disposers receive assignments from their immediate supervisor. Disposers at this level are responsible for determining the sequence of work operations and methods to be used in processing and storing hazardous wastes for disposal. They complete their assignments with little or no technical supervision. Grade 7 disposers make independent decisions regarding the identification, treatment, packaging, containment, and preparation for shipment of hazardous wastes in accordance with Federal, State, and local laws and regulations and agency requirements. They are responsible for performing all neutralizing and stabilizing operations in accordance with guidelines. The supervisor is available to provide technical direction on new and/or complex processes. Their work is subject to spot checks by the supervisor for conformance with regulations and safety procedures.

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Physical Effort: Physical effort at this level is the same as that described at [grade 6](#).

Working Conditions: The working conditions at this level are the same as those described at [grade 6](#).